

Miele Limited

Forced and Child Labour in Supply Chains Report

This report (the "Report") has been prepared by Miele Limited ("we", "us", "our") pursuant to Section 11 of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") and outlines the actions we have taken during the year ended December 31, 2023 to prevent and reduce the risk of forced labour or child labour occurring in our business.

Business Structure

We are a subsidiary of the Miele Group ("Miele"), which is located in Gütersloh, Germany. Miele has been an independent family-owned company since its establishment in 1899 and is equally committed to its owners, employees, customers, suppliers, the environment and society. We distribute Miele products in Canada.

The company focus is on manufacturing household appliances for the kitchen, the laundry room and for floor-care, as well as appliances for use in commercial operations and medical facilities ("Miele Professional"). The strategic vision is to become the most favoured brand of the industry in all relevant markets.

Miele offers products to its customers that set the standards for durability, performance, ease of use, energy efficiency, design and service. This corresponds to the guiding principle "Immer Besser" which the founders Carl Miele and Reinhard Zinkann printed on their first machines - and which characterises Miele to this day. The company focuses exclusively on the Miele brand and its consistent positioning in the premium segment. Miele stands for long-term thinking and planning, continuity of values and goals, good relationships with customers and suppliers, as well as an employee oriented corporate and leadership culture.

Supply Chain

We understand the importance of having an extensive and transparent supply chain and strive to ensure that our suppliers do not engage in any abusive, exploitative or illegal activities. Our direct supplier is Miele and we rely on Miele to ensure compliance.

Miele expects its direct suppliers to comply with environmental and social standards. Miele has been a participant in the [UN Global Compact](#) since 2004 and a member of the [BME Compliance Initiative](#) since 2011, demonstrating its overall commitment to compliant and sustainable business practices in the company and its supply chain.

Miele also asks them to require the same level of compliance from their suppliers. Miele places particular emphasis on social aspects and expects all of its suppliers to comply with a number of social criteria that are based on the core requirements of SA 8000 (discussed further below).

Miele controls the selection of new suppliers and the review of existing suppliers using a comprehensive supplier management system. This involves not only reviewing aspects such as quality, delivery capability and price, but also compliance with the sustainability criteria required by Miele, including of course the prohibition of child labour. To this end, the [Miele Supplier Code of Conduct](#) defines binding minimum requirements in the supplier's business relationship with Miele. The fulfilment of ecological, social and economic sustainability criteria is also queried and checked several times during the course of the

business relationship. A comprehensive risk management system has been implemented for this purpose.

To ensure that environmental standards are met, Miele's supplier assessment considers whether or not a supplier has set up an environmental management system. Miele's assessment also looks at whether the supplier uses resources in a sustainable manner and complies with environment and climate protection laws. Miele is continually committed to ensuring that its suppliers operate in a manner that is consistent.

Policies and Controls

We acknowledge that there is a continuous risk of forced and child labour in all sectors, industries and jurisdictions, particularly in relation to raw materials sourcing and product manufacturing. Consequently, Miele has implemented enhanced measures to address forced and child labour. Miele's policies can be found on its [website](#) and includes its [Statement on Human Rights](#) and its [whistleblower procedures](#).

Code of Conduct

All of our employees are subject to Miele's Code of Conduct which details our policies such as the Diversity and Equal Opportunity policy and the Environmental, Health and Safety policy.

Recruitment

We prohibit abuse and discrimination in our workforce and ensures that we complies with all applicable laws and regulations and conducts relevant checks to prevent modern slavery in our workforce.

At Miele, the principles of equal opportunity and respect apply to all employees – regardless of their nationality, skin colour, gender, religion, sexual orientation, or physical disabilities. Diversity enriches our company and is an important competitive factor.

Audits and Certifications

When Miele audits its suppliers, it looks not only at aspects such as quality, supply availability and price, but also at compliance with Miele's sustainability criteria. Compliance with environmental, social and economic sustainability criteria is monitored and verified several times over the course of a business relationship. At the beginning of the selection process, prospective suppliers must fill in a self-declaration. Random process audits are carried out for all suppliers who provide materials for a product series.

Several members of the Miele group, and in particularly those involved in production, have also received SA 8000 certification, an internationally recognized standard relating to employee rights which requires employers not to engage in or support forced or child labour and have appropriate related policies and procedures in place. All plant locations are certified every three years and compliance is verified every six months by a third-party service provider.

As part of the SA 8000 certification, all employees of the certified companies (which includes all of Miele production plants) undergo annual training which includes information relating to forced and child labour.

We do not support forced and child labour and understand that it is a continuous risk. Consequently, we monitor our business and strive to further enhance our culture and programmes to demonstrate our commitment.

Remediation

We have not identified any instances of forced or child labour in our supply chains and have therefore not taken any steps to remediate. If forced or child labour is identified in our supply chains, we will take appropriate actions to remediate as necessary.

The Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Miele Limited.

In my capacity as a Director of Miele Limited, and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Eric Bremermann

Director

May 8, 2024



I have the authority to bind Miele Limited.